

Developmental Disabilities Administration Position Statement on Employment Services

In 2008, the Developmental Disabilities Administration's (DDA) engaged stakeholders in an intensive strategic planning process, including planning to improve employment outcomes for people with developmental disabilities in Maryland. The following position statement is in support of the DDA's broader values, mission and vision and is a product of the strategic planning process.

Commitment

The DDA believes that all people with developmental disabilities CAN work, and contribute to their community, when given opportunity, training, and supports that build on their strengths.

Position Statement

Employment will be the "first" option considered for all people of working age who receive DDA services.

Values

All Marylander's with developmental disabilities of working age (16 – 64):

- Work!
- Realize economic self-sufficiency through;
 - earning wages and benefits that are commensurate to the job and responsibilities,
 - the opportunity to save income and build assets, and
 - continued access to healthcare and other necessary services, in order to achieve the highest quality of life possible;
- Actively explore and develop their own unique career path;
- Engage in the negotiation and terms of their employment;
- Engage in all aspects of the work environment;
- Build and maintain connections and relationships throughout their career path;
- Have access to current information, resources and quality services to support their career paths.

Vision

Every Marylander maximizes his/her career potential and employers have access to the human resources they need to be successful.

Mission

The DDA provides leadership, policies and funding to assure that all people with developmental disabilities achieve their career goals.

To fulfill this mission, the DDA shall work collaboratively to:

- Educate stakeholders about the value and benefit of employment;
- Create solutions for barriers to employment;
- Create policies and regulations that support integrated employment;
- Enhance community capacity and access to quality employment services;
- Create rate structures and incentives that prioritize employment;
- Provide training and technical assistance to ensure a competent supporting workforce to implement employment first practices;
- Promote and replicate best employment practices, and;
- Engage the business community to create more employment opportunities.

DDA Day and Employment Services

The DDA acknowledges that people with developmental disabilities may need supports to obtain and maintain work in the community, advance in their chosen field, and explore new employment options as their skills, interests and needs change. DDA day and employment services are available for people who have a developmental disability and available funding, including transitioning youth, to help meet these needs.

DDA day and employment services are funded by DDA and delivered through a network of nearly 100 local licensed community providers, as well as through a self-directed model of service delivery in which the person can choose their own employees or provider. DDA day and employment services are not meant to be a continuum of services through which people must progress in order to achieve employment.

Employment will be the first option considered for all people of working age receiving DDA services. Progress towards a person's employment goals, barriers to employment and the most integrated setting in which the person can be successful will be addressed on an ongoing basis. The following DDA day and employment services are listed in the order of most integrated service first:

Supported Employment Services are community-based services to assist a person with finding and maintaining employment, or establishing their own business, in the community. Supports, often through the assistance of a job coach, vary in intensity, depending on the person's needs. Supports can be ongoing or fade over time. Models include self employment, individual employment and group employment (i.e., enclave or mobile crew).

Employment Discovery and Customization Services* are time-limited, community-based services (3-months period) designed to provide discovery, customization, and training activities to assist a person in gaining competitive employment at an integrated job site where the individual is receiving comparable wages. Services include, but are not limited to: community-based situational assessments; job development; job and task analysis activities; job training; work skill training; modification of work materials, procedures, and protocols; etc

Community Learning Services* are community-based services that assist people in developing the skills and social supports necessary to gain employment; promote positive growth, and; provide activities, special assistance, support, and education. Services are highly individualized and can include, but are not limited to: self-determination/self-advocacy training; support to attend workshops and classes; peer mentoring; volunteer activities; activities that promote health, socialization, etc.

Traditional Day Habilitation services are facility-based services designed to provide structured activities to increase or maintain motor, communication, personal hygiene, leisure skills and community integration.

Medical Day* services are facility based medical services, *authorized by a physician*, for individuals requiring nursing and other medical care throughout their day. *Individuals must meet the nursing home level of care to be eligible for this service.* (This service is not a DDA funded service: it is funded through Medicaid.)

* New DDA Services as of 7/1/2008, per renewed DD Home and Community Based Waiver application.